



eBook

Transitioning from Occasional to Permanent

*A Practical Resource for
Beginning and Experienced Teachers*

2020



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Note: This is the third of three eBooks in the “Get Hired Series

For the sole use of the webinar participant and eBook recipient

Section 1: Introduction

Introduction

The purpose of this *eBook* is to provide assistance to new teachers, occasional teachers and extended occasional teachers seeking a contract position in a district. It differs from the two other webinars in that it is based on the assumption that you have been successful in an interview but are now wanting to move into a new phase i.e. from occasional to extended occasional and from extended occasional to contract status. In our preparation for this *eBook* we have relied on some important perspectives of current principals.

At the same time, however, we have relied on two other factors that will play a major role in your attempt to be rewarded with a contract: the federations and contractual requirements and the most amorphous but equally important concept of the school as an open/closed system in the classical sense of the definition.

How this eBook is Organized

[Section 2: The Federations and Contractual Obligations](#)

- The Federations and Contractual Obligations
- A Typical Staffing Sequence
- Implications for You

[Section 3: The School as an Open and Closed Social System](#)

- The School as a Mini System message
- Assessing School and Staff Norms
- Fitting In but Being Your Own Person
- Looking for Your Own Space/Role in the School
- The Principal is Not the Only Key to Entry

[Section 4: What the Principals Are Looking For](#)

[Section 5: Interviews with Four Principals](#)

[Section 6: Target Districts and Target Schools:](#)

- Needs
- Enrollment History

[Section 7: Conclusion](#)

[Appendix A: Ontario School Board Teacher Hiring Practices \(PPM 165\)](#)

[Appendix B: Steps in the Hiring Process](#)

[Appendix C: Occasional Teachers - Expectations for Daily Duties](#)